

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

RAJYA SABHA

**UNSTARRED QUESTION NO. 1382
TO BE ANSWERED ON 09.12.2021**

LOW LFPR (LABOUR FORCE PARTICIPATION RATE)

1382. SHRI SANJAY SINGH:

Will the Minister of Labour and Employment be pleased to state:

- (a) policies to combat Labour Force Participation Rate (LFPR) as the data released by CMIE reports decrease in LFPR from 37.9 in September to 37.5 in October, 2021;**
- (b) the State-wise LFPR;**
- (c) State-wise data for woman Labour Force Participation Rate; and**
- (d) policies to improve female labour participation post-pandemic?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a): As per the latest Periodic Labour Force Survey(PLFS) Quarterly Bulletin January-March, 2021, Labour Force Participation Rate (LFPR) on current weekly status in urban areas has increased from 47.3% (October-December 2020) to 47.5% (January-March, 2021).

(b) & (c): The State-wise gender-wise LFPR as per PLFS Annual Report 2019-20 for age 15 years and above is given at Annexure.

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(d): Government has taken various steps to improve women's participation in the labour force and quality of their employment. A number of protective provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers. These include enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory creche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.

Government has taken a decision to allow the employment of women in the aboveground mines including opencast workings between 7 pm and 6 am and in below ground working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.

The Equal Remuneration Act, 1976 now subsumed in the Code on Wages, 2019 which provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee. Further, no employer shall make any discrimination on the ground of sex while recruiting any employee for the same work or work of similar nature in the conditions of employment, except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.

Further, in order to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

Government is implementing National Career Service (NCS) Projects as a Mission Mode Project for transformation of the National Employment Service where a variety of employment related services like job search, job matching, career counselling, vocational guidance, information of skill development courses etc. are being provided under the NCS Project on a common platform with efficient use of information technology.

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Under Aatmanirbhar Bharat Rojgar Yojana (ABRY) Scheme, launched with effect from 1st October, 2020 is implemented through EPFO to incentivize employers for creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic. Under ABRY, Govt. is crediting for a period of two years, both the employee's share (12% of wages) and employer's share (12% of wages) of contribution payable or only the employee's share, depending on employment strength of the EPFO registered establishments. Under ABRY, benefits have been given to 22 lakh beneficiaries including 5.70 lakh women beneficiaries through 81,770 Establishments. Government has approved the extension of last date of registration of beneficiaries under ABRY further for 9 months i.e. from 30.06.2021 to 31.03.2022.

Annexure referred to in reply to part (b) & (c) of Rajya Sabha Unstarred Question No. 1382 for 09.12.2021.

Labour Force Participation Rate (LFPR) (in percent) for age 15 years and above according to usual status for each State/UT. (As per PLFS annual Report 2019-2020).

State/UT	Rural + Urban		
	Male	Female	Person
Andhra Pradesh	78.1	39.2	58.2
Arunachal Pradesh	68.8	22.9	47.5
Assam	77.0	16.4	46.9
Bihar	73.0	9.5	41.8
Chhattisgarh	82.3	53.1	67.6
Delhi	73.5	16.1	47.3
Goa	75.7	28.2	51.5
Gujarat	79.4	31.1	55.9
Haryana	73.7	15.7	45.8
Himachal Pradesh	82.0	65.0	73.2
Jharkhand	76.9	35.7	55.9
Karnataka	77.4	33.8	55.5
Kerala	71.7	31.9	50.3
Madhya Pradesh	80.0	37.7	59.4
Maharashtra	75.6	38.7	57.5
Manipur	70.9	29.9	50.3
Meghalaya	75.3	45.7	60.2
Mizoram	69.8	37.0	53.8
Nagaland	76.0	43.0	60.3
Odisha	78.3	33.1	55.3
Punjab	77.2	23.7	51.6
Rajasthan	76.2	38.6	57.6
Sikkim	79.8	59.4	70.4
Tamil Nadu	77.9	40.2	58.4
Telangana	75.7	44.3	59.9
Tripura	78.1	24.2	51.2
Uttarakhand	74.6	31.8	53.4
Uttar Pradesh	76.0	17.7	47.1
West Bengal	80.0	24.0	52.1
Andaman & Nicobar Island	75.9	35.9	57.0
Chandigarh	77.3	20.4	48.5
Dadra & Nagar Haveli	89.5	52.3	74.4
Daman & Diu	87.9	35.8	66.4
Jammu & Kashmir	74.3	37.4	56.3
Ladakh	72.8	51.1	62.8
Lakshadweep	81.2	29.7	55.6
Puducherry	71.6	31.6	51.7
All India	76.8	30.0	53.5
